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| **Brainstorm**  **I. What successes have you had in meeting the needs of all mentors during forums?** |
| * Partner new mentors with veteran mentors * Separate sessions based on experience/need * Additional meetings for new mentors * 3 hours on a Saturday * Sanctioned time to meet * Allow time to coach * Reflection time * Topic of PDP * Conducted survey to assess areas of need/focus * Use problem scenario to practice coaching language (own real mentor problems) provide feedback for next session’s topics * Problem solve issues * Build toolbox * Using ASW tools * Shared experiences |

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| **Brainstorm**  **II. What are the challenges you have encountered while trying to meet the needs of all mentors during forums?** |
| * I know it all! * Playing catch up with those not as far along (amount of training) * The loud mouth * Balance of talk vs. instructional time * Hesitant to work with those unfamiliar * Planning time * Restructuring mentor model * Practicing the language/facilitator * Mentor/mentee are not in the same building * A large # of mentors * Mentors not in the same district/state * Diverse needs & roles * Staying focused on instruction * Finding common time to meet * Having a growth mindset * Realizing mentoring is not something added * Burnout * Knowledge of roles and responsibilities |

**Charting Notes from Lead Mentor Network**

**November 8, 2012**

**1. Brainstorming Activity**

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| **Brainstorm**  **III. Why is it important to differentiate mentor support during forums** |
| * Meeting needs of all mentors * Meaningful PD * Sharing knowledge/tools/strengths * Promotes more effective mentoring * Looking at the continuum/self-reflection * Keep people engaged (just like students) * Validate ideas and needs * Builds relationships * Moves mentor practice forward; transfers to mentee and students, fellow teachers * We all have differing experiences * Moves district mentoring program forward * If needs are met you value process * Helps build relationship outside of mentoring * Helps us feel we are part of a larger community |

**2. Challenges/Issues & Solutions**

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| **Challenge/Issue** | **Solution** |
| * Hesitant to work with those who are unfamiliar | * Group by commonalities * Come sort of mixer (getting to know you, practice coaching, etc.) |
| * “I know it all already” | * Challenge them * Giving some leadership opportunities at forum |
| * Knowledge of roles & responsibilities | * Re-establishing Norms * Written expectations (handbook, application process) * School culture |

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| **Challenge/Issue** | **Solution** |
| * Forums without any certified mentors (most just instructional) | * Look at it as an opportunity * Narrow focus- essential skills start small |
| * Equity of Voice | * Establish Norms , opportunities for ALL to speak * Differentiate groups |
| * Balance of instruction vs. reflection/problem solving | * Agenda and use of a timer |
| * Buddy mentoring vs. mentoring | * Role Play * Practice the language * Explanation of mentoring * Video clips * Mentor expectations- contract (district) |